

## **ARTICLE 36**

### **UNEMPLOYMENT COMPENSATION**

The Parties recognize that unemployment is a high payroll cost with no productivity. It is also understood that the benefits governed by State laws vary greatly in their eligibility requirements and benefit amounts. The Parties agree to the following guidelines:

1. Call back of employees will be for legitimate job-related reasons and not for the purpose of disqualifying an employee from unemployment compensation.
2. Management will give printed information that explains the State law on unemployment compensation and the consequences of refusing employment while receiving such compensation to each less than full-time career employee and temporary employee. For these employees, Management will give the information annually. For seasonal and temporary employees, Management will give this information prior to starting their off-season.
3. A permanent employee, who accepts off-season assignments in the Forest Service or other Federal agencies outside the commuting area, will be paid travel costs and per diem as provided in the Federal Travel Regulations. Should the work with another Federal agency be the result of a proper second appointment, then travel and per diem may not be payable. If Government-owned or leased quarters are available, they will be provided rent free and per diem will be at a reduced rate in accordance with established region, station, area, or forest policy.
4. Offers of work outside the commuting area with the Forest Service, other Federal agencies, or private industry:
  - a. If an employee refuses an offer of work outside the commuting area during a period when unemployment compensation is being paid, the Forest Service will not

appeal the continued payment of such benefits unless the Forest Service believes that State law disqualifies the employee because of such refusal. Similarly, the Forest Service will not contest the initial claim in eligibility by reporting such refusal unless the Forest Service believes that the refusal is disqualifying under governing State law.

b. Offers of employment outside the commuting area will not be made for the purpose of disqualifying an employee for unemployment compensation.

c. If a refusal is based on a genuine hardship situation for the employee, the Forest Service will not contest an unemployment claim.

**5.** Management will provide affected employees with appropriate forms, when available, from the State and general information on how to qualify for unemployment compensation. Eligible employees are determined by the appropriate State or governmental authority.